

CONSTITUTION BY-LAWS

WORKING RULES AND REGULATIONS

REGINA PROJECTIONISTS'

. . . and . . .

STAGE HANDS LOCAL No. 295

I.A.T.S.E. and M.P.M.O.
of the United States and Canada



Regina, Saskatchewan, Canada

Chartered July 10th, 1913

The Regina



Press Ltd.

AFFILIATIONS

AMERICAN FEDERATION OF LABOR
TRADES AND LABOR CONGRESS
OF CANADA

FEDERATION OF LABOR
DISTRICT No. 12, I.A.T.S.E. & M.P.M.O. OF
U.S. AND CANADA
REGINA TRADES AND LABOR COUNCIL
CANADIAN LABOR PARTY

MEETING DATES

Fourth Wednesday each Month at 10.00 a.m.
Trades and Labor Hall

PREAMBLE

WE, THE MEMBERS OF THIS LOCAL, IN ORDER TO DEVELOP AND IMPROVE OUR WORKING CONDITIONS; TO ESTABLISH AND MAINTAIN A FAIR RATE OF WAGES; TO INSURE THE EMPLOYMENT OF OUR MEMBERS IN THE THEATRES AND PLACES OF AMUSEMENT WITHIN OUR JURISDICTION; TO SIGNIFY OUR WILLINGNESS TO ACCEPT WISE, HONORABLE, AND CONSERVATIVE MEDIATION IN ALL DIFFICULTIES; AND TO SECURE TO OURSELVES AND POSTERITY THE BENEFITS OF SUCH UNITY: DO ADOPT AND ESTABLISH THIS CONSTITUTION.



Adopted at Regular Meeting June 24th, 1943.

Bylaws Committee:

H. R. GORDON

F. C. RENNEBOHM

CONSTITUTION



Article One—NAME AND OBJECT

Sec. 1.—This organization shall be known as The Regina Projectionists' Local Union No. 295 of the I.A.T.S.E. & M.P.M.O. of the United States and Canada.

Sec. 2.—The object of this Local shall be to establish a high standard of efficiency among its members and to maintain that standard throughout the membership; to maintain a fair rate of wages and to see that only members of this Local are employed in the various theatres and places of amusement within our jurisdiction.

Article Two—MEMBERSHIP

Sec. 1.—Any male person who is eighteen years of age or more, that has resided in our jurisdiction for the length of time required by the Law of the I.A.T.S.E., and can be vouched for by three members of this Local in Good Standing, is qualified to make application for membership.

Sec. 2.—All applications for membership or apprentice membership must be made on the official application blank and be presented by the Secretary at a regular meeting.

Sec. 3.—All apprentice applicants must sign and abide by the Rules and Regulations Governing Apprentice Members. (Regulations appear after By-Laws.)

Sec. 4.—The initiation fee shall be twenty-five dollars (\$25.00); one-half to be paid at the time of application, the balance to be paid before initiation.

Sec. 5.—Applicant's fees to be returned if they fail to appear for initiation thirty days after receiving notification, unless they can furnish good reason for their absence.

Sec. 6.—All applications must be referred to an Investigation Committee for investigation and re-

port before being sent to the General Office for approval. The committee will decide as to the applicant's capabilities, competency, and character, and report thereon to the general meeting.

Sec. 7.—A set of questions shall be prepared by the Chairman of the Investigating Committee, a copy of which is to be sent to out-of-town Applicants, to be filled in and returned to the Investigating Committee.

Sec. 8.—Applicants must receive a two-thirds majority vote at a general meeting before being accepted as a member.

Sec. 9.—All applications for membership in this Local must first be approved by the General Office of the International Alliance before being balloted upon.

Sec. 10.—All apprentice members of this Local must be registered in the General Office of the International Alliance, and per capita tax must be paid on them.

Article Three—TRANSFER FEE

Sec. 1.—The Transfer Fee into this Local shall be the difference between this Local's initiation fee and that of the Local issuing the transfer, on the date of issuance; the minimum fee to be Five Dollars (\$5.00).

Sec. 2.—All members of the International Alliance wishing to transfer into this Local shall be governed by the same Rules and Regulations as apply to non-members.

Article Four—HONORABLE WITHDRAWAL

Sec. 1.—Any member of this Local who is in Good Standing, shall, upon request in writing, either delivered in person or by mail, to the Secretary, be granted an Honorable Withdrawal Card.

Sec. 2.—Before a Withdrawal Card will be granted the member must pay all debts he may owe this Local or the International Alliance, together with the current quarter's dues.

Sec. 3.—Any member withdrawing under the foregoing conditions will be re-instated without

ballot upon his written request, accompanied by a re-instatement fee of five dollars (\$5.00) and the current quarter's dues.

Sec. 4.—It is provided, however, that any member who shall withdraw and seek re-instatement within six months, shall be required to pay all dues and assessments for the period he has been withdrawn; but will not pay the re-instatement fee.

Sec. 5.—Any member who holds an Honorable Withdrawal Card and wishing to re-enter this organization and hold his I.A.T.S.E. standing, must pay all back per capita tax and assessments. (For Local Seniority see Sec. 1 of the Working Rules.)

Sec. 6.—Members holding Withdrawal Cards and committing any act or acts detrimental to the Good and Welfare of this Local shall be dealt with according to ARTICLE NINETEEN (19), SECTION NINETEEN (19), of the International Constitution and By-Laws.

Article Five—OFFICERS

Sec. 1.—This Local shall have the following Officers: President, Vice-President, Business Manager, Secretary, and Treasurer, who must all be members resident in the City of Regina. In any case or locality where the Local deems it necessary, a Business Representative may be elected or appointed. These Officers must be resident of the locality they represent. Any Business Representative who is appointed or elected shall represent this Local, work under the instruction and guidance of the Executive Board, and abide by the dictates of this Local.

Sec. 2.—The Offices of Secretary and Treasurer may be combined.

Sec. 3.—The five Officers in the City of Regina shall constitute the Executive Board.

Sec 4.—There shall also be elected, three Trustees, a Sergeant-at-Arms, and Delegates to the various Conventions at which the Local wishes representation.

The members of the Executive Board are elected to attend the meetings of the Trades and Labor Council.

Article Six—DUTIES OF THE PRESIDENT

The President Shall:

(a) Attend all meetings of this Local, call them to order at the time specified, and shall appoint all Officers (pro tem) in place of those absent.

(b) Enforce a due observance of the Constitution, By-Laws, and Working Rules.

(c) Convene Special Meetings of this Local when he in his judgment deems it necessary, or as otherwise stipulated.

(d) Appoint all Committees, unless otherwise ordered, and be ex-officio a member of the same.

(e) Have authority to call meetings of the Executive Board.

(f) Appoint a committee of three to be known as the Investigation Committee. He has the right to change the appointees at any time.

(g) Not make or second any motion or take part in any debate while in the chair. He may only state the question for vote, and whenever an equal division occurs, shall cast the deciding vote, except in the election of Officers.

(h) Decide on all motions and questions of order and his ruling is law. Any member may appeal those decisions in the proper way.

(i) Sign all orders for money on the Treasury that are legally authorized by this Local.

Article Seven

DUTIES OF THE VICE-PRESIDENT

The Vice-President Shall:

(a) In the absence of the President, preside and perform all the duties of that Office.

Article Eight

DUTIES OF BUSINESS MANAGER

The Business Manager Shall:

(a) Adjust all misunderstandings between Bro-

ther members, members and employers, or any other differences he may be called upon to adjust.

(b) In making such settlements he must at all times uphold the ruling of this Local.

(c) When doubtful questions arise he may call upon the President to convene the Executive Board.

(d) Not at any time take action that might result in serious controversy without first consulting the Executive Board.

(e) Make it his duty to see that only members of this organization, in Good Standing, are employed in the various theatres and places of amusement within the jurisdiction of this Local.

(f) See that all members are complying with all the laws of this Local.

(g) Keep members who are in Good Standing at work at all times in preference to delinquents, and must make every effort to distribute extra work equally among unemployed members.

(h) Place all members on all positions and must report to the Executive Board any member who accepts a position without his permission.

Article Nine

DUTIES OF THE SECRETARY

The Secretary Shall:

(a) Attend all meetings of this Local and record all the minutes of these meetings.

(b) Read the minutes of any previous meetings as they are written and shall, upon adoption, hand them to the President for his signature.

(c) If the President and Vice-President be absent, call the meeting to order and those members present will choose one of their number to act as chairman and perform the duties pertaining to that office for that meeting.

(d) Keep in his care until ordered otherwise by this Local, all books, papers, resolutions, seal of the Local, and other documents appertaining to his office. However any member in Good Stand-

ing may have the privilege of examining them at any meeting.

(e) Sign all orders on the Treasury when so ordered by the Local and attested by the President.

(f) Upon the installation of his successor, transfer to him all property belonging to this organization.

(g) Receive and file all correspondence and shall also keep copies of all letters sent on behalf of this Local. The files shall always be open for the information of this Local upon demand.

(h) Keep a book for the purpose of inserting all amendments or alterations to this Constitution, By-Laws, Working Rules; and also any motion that is passed from time to time affecting the operation of this Local, disciplinary action or special action.

(i) Receive free dues and such remuneration as this Local may set from time to time.

Article Ten

DUTIES OF THE TREASURER

The Treasurer Shall:

(a) Keep a proper set of books which have been approved by this Local that will show clearly and correctly the financial status of this Local. These books shall be open for inspection at all general meetings by the Trustee Committee or other members in Good Standing.

(b) Submit at each general meeting, a detailed report of the current financial status of this Local.

(c) Keep a record showing clearly the financial standing of each member with regard to dues, fines, assessments and loans.

(d) Advise by registered mail all members whose dues are not paid, before they are two months in arrears.

(e) Deposit in the general account all monies accompanying applications for membership until the applicant is either accepted or rejected; if

accepted, it is to be accounted as part of the receipts. If rejected, it is to be immediately returned to the applicant.

(f) Receive all dues, fines, assessments, payments on loans, and any other monies due the Local.

(g) Report at every general meeting the names of those members who are delinquent in regard to dues, fines or assessments.

(h) Be answerable to this Local for all monies received by him and shall, when so ordered by the Local or Trustee Committee, render a statement of all monies received or paid out by him on account of this Local. When required by a majority of the Trustee Committee, pursuant to an order from this Local, pay over all monies in his possession and belonging to this Local.

(i) Deliver over to his successor in office all monies, vouchers, receipts, and any other property belonging to this Local.

(j) While holding office retain a sum not exceeding ten dollars (\$10.00), to meet the current expenses of this Local, the balance to be placed in a chartered bank to the credit of the general fund. All other bills, refunds, etc., are to be paid by cheque, regularly signed by him, the Secretary, and the President.

(k) Keep a book with each member's name and address, inserted in such order as to show when he was admitted, expelled, transferred, suspended or withdrawn.

(l) Be bonded for not less than five hundred dollars (\$500.00), or any larger amount this Local may decide upon.

(m) Receive such remuneration as set by this Local from time to time.

Article Eleven—DUTIES OF TRUSTEES

The Trustee Committee Shall:

(a) Have general supervision of all property belonging to this Local.

(b) On an order from this Local, demand and receive all monies from the Treasurer whenever they deem it necessary. However no monies shall be drawn from any person or bank unless by special order of this Local.

(c) Audit the books half yearly, previous to the meeting, and submit a written report thereon at each general meeting.

(d) At the end of each year, submit a detailed financial report to the December general meeting.

Article Twelve

DUTIES OF THE SERGEANT-AT-ARMS,

The Sergeant-at-Arms Shall:

(a) Attend all general and special meetings of this Local.

(b) Have charge of the door and admit only persons who can show valid membership cards.

(c) Allow no person to enter who is not duly qualified, or who is under the influence of liquor.

(d) At the opening of the meetings, call the roll of members and enforce compliance with all the Rules and Regulations of this Local, under the direction of the Presiding Officer.

(e) Conduct the candidates through the initiation ceremonies.

(f) Make a note of the time and the names of members arriving late, and shall furnish the chairman with such information.

Article Thirteen

DUTIES OF EXECUTIVE BOARD

The Executive Board Shall:

(a) Act for the Local in the interim between meetings.

(b) Have authority to do any business that is urgent and within its powers.

(c) Report all actions to this Local at its next general meeting.

(d) Represent this Local at the Trades and Labor Council, and must make such arrangements

as will assure this Local being represented at all meetings of the aforementioned body.

Article Fourteen—DUTIES OF DELEGATES

All Delegates Shall:

(a) Make a detailed report to this Local covering the work done by any meeting at which they were appointed to attend.

(b) Be paid a salary not less than the highest prevailing scale in the City of Regina, together with a per diem of ten dollars (\$10.00) and first class transportation to, the I.A.T.S.E. Convention, the District Convention. Air travel will be allowed if approved by this Local.

(c) Receive the same remuneration as specified in section (b) above, when it is necessary to go out of the city on any business for this Local. When travel by air will prove a saving to this Local, delegates may use this form of transportation if they wish.

(d) Before any delegates are sent to any conference or convention, the costs of such trip must be totaled and presented to this Local.

Article Fifteen—ELECTIONS

Sec. 1.—Officers of this Local shall be elected at annual elections, as hereinafter provided for, and shall be comprised only of members who have been in Good Standing in this Local for at least two years prior to nomination. They shall hold office until their successors are installed.

Sec. 2.—Nominations for elective offices shall be called for at the general meeting held in December of each year.

Sec. 3.—Installation of Officers will also take place at the general meeting held in December.

Sec. 4.—At the December general meeting the President shall appoint one judge and two tellers, who are not candidates. It will be their duty to allow only qualified members to vote, see that there are no irregularities, and that all votes are legal and correctly counted.

Sec. 5.—The judge of the election will read to the meeting the result of each count.

Sec. 6.—Those candidates receiving a majority of the votes cast shall be declared elected.

Article Sixteen

FINES, DUES AND ASSESSMENTS

Sec. 1.—The dues of this Local shall be such as are decided upon from time to time in accordance with our International By-Laws.

Sec. 2.—Dues are payable quarterly, in advance, at the regular meetings in August, November, February and May of each year. The Treasurer shall notify by registered mail all delinquent members before they are two months in arrears.

Sec. 3.—Dues sent in by rural members must be for the full amount, as no allowance is made to any member for Money Order costs or exchange on cheques.

Sec. 4.—Any member not paying his dues on the above dates, shall have no voice or vote in the proceedings of this Local and shall not be eligible to hold office. Members working in theatres under contract by this Local not having paid their dues as outlined in Sec. 2 above, shall pay a fine amounting to ten per cent. of the amount of their regular dues per month, in addition to their regular quarterly dues. Such fine must be paid before the end of the quarter and before the quarterly receipt stamp is issued. Any member who has not paid up all dues and assessments by the next quarterly meeting shall become suspended at that meeting.

Sec. 5.—Members who may become suspended for financial delinquency can be re-instated by paying all dues, fines and assessments that have accrued up to, and from the time of suspension, and by paying a re-instatement fee of five dollars (\$5.00), before they are suspended six months. After six months and not more than twelve months, they shall pay half the initiation fee instead of the five dollar (\$5.00) re-instatement fee. After twelve months they must make application

as a new member and pay the full initiation fee as specified. Any member who has been suspended for more than six months must be balloted upon for re-instatement at a regular meeting. (For seniority standing see Working Rules, Sec. 1.)

Sec. 6.—If the liabilities of this Local should exceed the receipts thereof, the deficiency shall be raised by an assessment upon each member, payable at a specified time.

Sec. 7.—If any assessment levied and to be paid at a specified time, is not paid when due, one dollar (\$1.00) shall be added to the assessment, and the total charged to the member as dues.

Sec. 8.—All fines collected as penalties for violation of any portion of this Constitution, By-Laws or Working Rules, shall be placed in the general fund of this Local.

Sec. 9.—All fines, or payments on fines, as set by this Local, must be paid in full before the Quarterly Dues Stamp will be issued.

Article Seventeen

IMPEACHMENT OF OFFICERS

Sec. 1.—Any officer of this Local may be impeached for violation of his office, or for any infringement of the provisions of this Constitution, By-Laws, Working Rules or Wage Schedule.

Sec. 2.—Charges.—All charges against an officer of this Local must be in writing, in the form of a sworn affidavit, reciting clearly the offense charged, the name of the accused, the time, place and nature of the violation, the section or sections of this Constitution and By-Laws alleged to have been violated, over the signature of the accuser, together with a statement of the names of all witnesses to the offence who are known to the accuser.

Sec 3.—Penalty for Preferring False Charges.—If false charges shall be maliciously preferred against any officer, the person or persons preferring such charges shall be fined fifty dollars

(\$50.00), the fine to be imposed upon the acquittal of the accused officer.

Sec. 4.—Charges Filed in Duplicate.—Charges shall be filed in duplicate, but only the original shall bear the seal of the Notary Public before whom the affidavit was sworn.

Sec. 5.—By Whom and to Whom Charges are Preferred.—Charges against officers of this Local may be preferred by any member or officer of this Local. Charges shall be filed with the Executive Board of this Local, which body, with the exception of such members thereof as may be charged in said complaint, shall act as the Trial Body, provided however, that those so empowered to act, constitute at least a majority of the Executive Board.

Sec. 6.—Cognizance of Charges.—The Executive Board shall examine all charges preferred to it against an officer of this Local and shall have the power to declare such charges cognizable or not. If cognizance is taken of the charges the accused shall be temporarily suspended from office. The Executive Board shall in that event make a suitable provision for the efficient discharge of the duties of the accused during the suspension period.

Sec. 7.—Withdrawal of Charges.—After charges have been preferred to the Executive Board against an officer of this Local they shall not be withdrawn unless the officer accused and the Executive Board shall both consent to the withdrawal.

Sec. 8.—Notice.—Within one week of cognizance of the charges the Executive Board shall cause to be served upon the accused officer personally, or where this is impossible, by registered mail to his last known address, a duplicate copy of the charges; and shall also notify him of the time and place appointed for the hearing thereon. Provided that such notice shall be served on or mailed to the accused at least one week prior to the date appointed for the hearing.

Sec. 9.—Continuance.—Should the accused be unable, for proper cause, to attend a hearing at

the time and place designated, he shall, at the discretion of the Executive Board and upon application, be granted a postponement or continuance to some place and date agreed upon.

Sec. 10.—Appearance for Trial.—If the accused so desires, he may waive the right of appearing before the Executive Board or he may designate a fellow member as counsel, to appear for him and to conduct his defense, provided that such waiver of appearance shall not be prejudicial to the accused, and the trial shall, if he fails to appear, proceed in his absence.

Sec. 11.—Trial.—The Executive Board shall sit as the Trial Board in all impeachment cases and shall conduct at the hearing upon the charges a thorough inquiry into the merits of the case, according to the complainant and the accused alike a full and impartial hearing. In the conduct of such trials the provisions of Article XVI, Sections 16, 17, 18, 19 and 20 of the International Constitution and By-Laws shall be observed.

Sec. 12.—Penalty.—The guilt or innocence of the accused shall be determined by a majority vote of the Executive Board. If the accused is found guilty as charged, it shall then become the duty of the said Executive Board to declare the office of the accused vacant, and the successor of the accused officer shall be selected in the manner provided in this Constitution.

Sec. 13.—Acquittal.—If the Executive Board refuses to entertain charges against any accused officer, or if upon trial the accused officer is acquitted, the person or persons preferring the charges may take an appeal from that action to the Local.

Article Eighteen—DISCIPLINE OF MEMBERS

Sec. 1.—All accusations and trials shall be conducted strictly according to the procedure as laid down in the whole of Article XVI of our International Constitution and By-Laws.

Sec. 2.—All appeals shall be governed by the whole of Article XVII of our International Constitution and By-Laws.

Article Nineteen — ALTERING OR AMENDING THE CONSTITUTION

No part of this Constitution shall be repealed, altered, amended or annulled, unless the proposed action is presented in writing, at a general meeting, by a member in Good Standing. Such proposition shall not be voted upon before the next regular meeting, at which time it will be the first order of business. The proposition to become law must receive two-thirds of the legal votes cast. All amendments to the Constitution, By-Laws or Working Rules must first receive the approval of the General Office before being declared adopted.

Article Twenty WAGE SCALE—ALTERING SAME

Sec. 1.—The Executive Board shall comprise the Wage Scale Committee.

Sec. 2.—At no time are less than two members of the Wage Scale Committee to interview any manager or negotiator for any manager.

Sec. 3.—The Wage Scale Committee shall negotiate all contracts that have been approved by a regular or special meeting called for that purpose.

Sec. 4.—The Wage Scale Committee have no right to take any action in the performance of their duties unless it has been first approved by this Local.

Article Twenty-One—PERMANENCY

This Local Union shall not dissolve while there are seven dissenting members, nor shall this Article of the Constitution be subject to any alteration or amendment whatsoever.



BY-LAWS

1.—The regular meetings of this Local shall be held at such time and place as the members at a regular meeting shall decide upon.

2.—Members, except those working outside the City of Regina, arriving later than fifteen minutes after the time the meeting was called for, shall be fined fifty cents (50c), unless a reasonable excuse is presented to the meeting.

3.—Five members shall constitute a quorum for the transaction of all business.

4.—Special meetings of this Local may be called by the President, Executive Board, or at the written request of five members in Good Standing. The call shall state the business which is to be discussed. No other business shall be transacted at a special meeting except that for which it was specially convened.

5.—Any officer or member of a committee who, without good reason, misses two consecutive regular meetings or two consecutive Executive Board meetings, shall have his office declared vacant.

6.—Any officer having charge of any books of this Local who fails to have them at the meeting, thereby causing delay, shall be fined one dollar (\$1.00) for each offence.

7.—Any member except those working outside the City of Regina who misses a regular or special meeting shall be fined fifty cents (50c), unless he is so ill that he is unable to work, or is on holiday of one or more week's duration.

8.—Any member except those working outside the City of Regina who misses any three consecutive meetings shall be fined five dollars (\$5.00).

9.—Any member guilty of a breach of decorum shall be fined one dollar (\$1.00).

10.—Any member or officer of this Local, who, while trying to effect an engagement, or in conversation with any manager or member of a theatre staff, or any other person connected with the trade, traduces or villifies the character or capabilities of another member, shall be fined, suspended or expelled, at the option of this Local.

11.—Any member informing outside party or parties of the business that transpires in this

Local, or any of its workings, or in any way by word or action betrays the principles of this Local, shall be fined and suspended, or expelled, at the option of this Local.

12.—Any member who contravenes any of the Regulations of the Government of Saskatchewan Theatres Act, will, in addition to any penalty provided for in the Act, be liable to a fine, suspension or expulsion, at the option of this Local.

13.—Any member or members knowing of any other member violating any of the provisions of the Constitution, By-Laws or Working Rules, and not reporting same to the Business Manager, shall be fined, suspended or expelled, at the option of this Local.

14.—Members working for less than the regular scale of wages shall be fined, suspended or expelled, at the option of this Local.

15.—Any member knowing of another member working below the regular scale of wages, and failing to report it to the Business Manager immediately, shall be fined, suspended or expelled, at the option of this Local.

16.—Any member not collecting his salary in full when due, and failing to notify the Business Manager within forty-eight hours, shall be fined, the fine not to exceed ten dollars (\$10.00). The Local will not be responsible for the collection of the back salary.

17.—No member shall be allowed to work a benefit of any kind without compensation, unless he has the sanction of the Business Manager. Violators of this By-Law shall be fined, the fine not to exceed ten dollars (\$10.00).

18.—No member or members may contemplate any action whatsoever, whether to strike, make a demand for more wages to their employer, or a redress for grievances, without first reporting to the Business Manager. Failure to report will relieve this Local of all responsibility in the matter, and the party or parties shall be liable to a severe penalty.

19.—No member shall be allowed to work in any theatre that is declared unfair to this Local. However, no member shall leave his work in any theatre that has been declared unfair by this Local until notified to do so by the Business Manager.

20.—Any member patronizing any place of business that has been declared unfair by this Local shall be fined ten dollars (\$10.00) for each offence.

21.—No member or members of this Local shall be called out on strike for any reason until all the Regulations regarding strikes that have been passed by the Provincial and Federal Governments have been complied with. Every effort must be made to affect an amicable settlement of all disputes.

22.—No members of this Local shall furnish apparatus or parts of any kind, other than his personal tools, without permission of the Executive Board. Violators of this By-Law shall be fined, suspended or expelled, at the option of this Local.

23.—Any member who reports for duty under the influence of intoxicants, or who becomes so while on duty, or any member transacting any business of the Local who shall present himself at, or in any theatre, under the influence of intoxicants, shall be fined, suspended or expelled, at the option of this Local.

24.—Any member accepting a position as manager in any theatre shall not be allowed voice or vote in any Local Union while holding such a position. However, the Local of which he is a member may, at its own discretion, permit him to retain his membership.

25.—No member who is owner, partner or agent of any Theatre Equipment Supply Company shall be eligible to hold any office in this Local.

26.—All members are required to register within twenty-four hours after moving with the Secretary and Business Manager, their address, telephone number, and other information that will assist these officers in locating them. A fine of

five dollars (\$5.00) shall be imposed for failure to supply this information.

27.—Any member of a committee who shall refuse or neglect to perform his duty shall be fined one dollar (\$1.00).

28.—All bills against this Local must be presented to, and payment approved by a regular meeting, before the payment of same is made.

29.—The sending of floral tributes is to be curtailed to special action, except in the cases of births and deaths.

30.—All contracts, regardless of where they are to be negotiated or who they affect, may be approved by this Local without consultation with the individual members concerned.

31.—Any member who fails to answer any communication from the office of this Local, where a specific answer is necessary or requested, within forty-eight hours from the receipt of the request, shall be fined three dollars (\$3.00).

32.—All laws, amendments or alterations to this Constitution, By-Laws or Working Rules, made hereafter, shall be applicable to the members in the same way and as if such were herein inserted. The laws are to go into effect when they have been declared adopted.

RULES AND REGULATIONS GOVERNING APPRENTICES

1.—Not more than four apprentice members shall be accepted every two years, subject to the International Constitution and By-Laws' provisions regarding apprentice members.

2.—Apprentice members shall be placed in our jurisdiction when and where the Local shall decide.

3.—All apprentice members shall be governed by the I.A.T.S.E. Constitution and By-Laws, the Local Constitution and By-Laws, and the Theatres Act of the Province of Saskatchewan.

4.—The sons of members of Local No. 295 shall be given preference in applying for apprenticeship.

5.—Apprentice members shall have no seniority standing in this Local for a period of two years, nor can they hold office. At the expiration of two years, their seniority shall date from the date of initiation into this Local.

6.—All apprentice members shall pay the regular initiation fee and quarterly dues from the date of their acceptance into this Local.

7.—All apprentice members accepted by this Local are subject to the following conditions:

(a) No apprentice member shall be entitled to receive tuition in any theatre against the wishes of the management.

(b) Apprentice members shall be at the disposal of this Local at all times and shall receive instruction and practice when and where this Local shall direct.

(c) If required, all apprentice members shall furnish this Local with their Birth Certificate or a certified copy of the same.

(d) All applicants shall appear before the Investigating Committee of this Local so that their educational qualifications and fitness may be determined.

I have carefully read and fully understand the above Rules and Regulations and, if accepted, agree to abide by the same.

Signed.....
Apprentice member, Local No. 295.

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WORKING RULES

Sec. 1.—A seniority list shall be established by the following method: Charter members are to be alphabetically numbered from number one (1). All other members are to receive consecutive numbers according to the date of initiation into Local No.

295. In the case of withdrawals, transfers, suspensions or expulsions, the seniority number will be given from the date of re-instatement. When two or more members are initiated into this Local on the same date, numbers will be given alphabetically.

Sec. 2.—Privileges of employment and preference of positions will be accorded all members in the order of their seniority.

Sec. 3.—All vacancies that occur or are created on or after the adoption of these Working Rules shall be filled by the Business Manager from the seniority list.

Sec. 4.—Any member accepting a position ahead of his standing on the seniority list will automatically lose his seniority and be placed at the bottom of the list, and he shall not be eligible to hold any office in this Local.

Sec. 5.—Any member failing to keep himself in Good Standing shall lose his seniority. (Refer to Article XXV, Sec. IV, Page 76, of the I.A.T.S.E. Constitution).

Sec. 6.—Any member becoming the manager of a theatre loses his seniority rights.

Sec. 7.—Members who at any time cease to work as projectionists may retain their seniority by paying all dues and assessments on the due date just the same as a working member of this Local.

Sec. 8.—Any member who becomes unemployed through the TEMPORARY CLOSING of the theatre where he has been regularly employed for a period of one year or more cannot replace a junior member in any other theatre until after a period of three months has elapsed.

Sec. 9.—No senior member who has been permanently employed for a period of one year or more and who becomes unemployed through no fault of his own, may replace a junior member until a period of three months has elapsed. If the senior member has been employed for a period of less than one year he may replace a junior member after two weeks' notice has been given to the member concerned.

Sec. 10.—All new jobs must be bulletined by the Business Manager and a bulletin must be sent to every projection room where our members are employed. Any subsequent vacancies due to a presently employed member accepting the new job must be bulletined in the same way as if they were new jobs.

Sec. 11.—All members must be protected against the blacklist, but any member who may be discharged for drunkenness or incompetency, or any other serious offence, and this Local finds after thorough investigation that the charge or complaint is well founded, then such member cannot expect or insist that this Local support him in the re-engagement with his former employer, nor can he insist upon any seniority rights or privileges.

Sec. 12.—Members of this Local shall not work relief in their own or any other theatre without the permission of the Business Manager, except in case of an emergency. They must notify the Business Manager within twenty-four (24) hours after working the engagement.

Sec. 13.—Whenever it is necessary to import a relief member to relieve a regularly employed member for a period of two weeks or less, the member being relieved must pay the transportation costs. For any period over two weeks the relieving member shall pay his own transportation.

Sec. 14.—Any relief member is entitled to first class transportation.

Sec. 15.—The Business Manager has the right to ask any member to work gratis for members of the Executive Board while they are on Local business in the City of Regina.

Sec. 16.—Any member may ask for leave of absence for any period up to three (3) months, and his job will be filled by a relief member. However, for any period longer than three (3) months, or if an extension of the three (3) months is requested, the request must be sent in writing to the Executive Board for their approval.

Sec. 17.—Any member who attempts to secure employment as a projectionist in the jurisdiction of this Local without complying with this Constitution, By-Laws or Working Rules, may be fined, suspended or expelled, at the option of this Local.

Sec. 18.—Any adjustment of any differences or technicality not plainly construed, or where difficulty might arise in understanding the wage scale by any member, the decision of the Executive Board shall at all times be recognized as final.

Sec. 19.—No member shall be allowed to break-in or train in any way men who are not accepted apprentices of this Local. Any member violating this rule shall be suspended or expelled, at the option of this Local.

Sec. 20.—Any member or members interfering with the Business Manager or any other officer while in performance of his duty, shall be fined, suspended or expelled, at the option of this Local.

Sec. 21.—Any member or members discharged for refusing to do work that is outside our jurisdiction shall receive the full support of this Local at all times.

Sec. 22.—Any member called to work any entertainment outside of the theatre shall receive such salary as set by this Local from time to time.

Sec. 23.—Members who are out of work or wish to change their present place of employment must register, in writing, with the Business Manager.

Sec. 24.—Any member who commits an act detrimental to the Good and Welfare of this Local shall be dealt with as this Local shall decide.

Sec. 25.—Where sound equipment is installed, two members must be used at all times for screening pictures, whether the pictures screened are silent or sound.

Sec. 26.—The pro rata rate shall be charged for any week-day screening in any theatre in the City of Regina.

Sec. 27.—Wherever new sound equipment is being installed, the matter of charges for the in-

stallation must be taken up with the Business Manager before the installation takes place, and his decision will be final.

Sec. 28.—Any condition which may arise, and which is not covered by this Constitution, By-Laws or Working Rules, shall be referred to the Executive Board for its decision.

ORDER OF BUSINESS

1. Call to Order.
2. Roll Call.
3. Reading of minutes of regular, special and subsequent Executive Board meetings.
4. Fines and Suspensions.
5. Applications for Membership.
6. Report of the Investigating Committee.
7. Balloting on Candidates.
8. Initiation of Candidates.
9. Report of the Business Manager.
10. Report of the Trustees.
11. Report of the Secretary.
12. Report of Special Committees.
13. Report of Delegates.
14. Paying fines, dues and assessments.
15. Report of the Treasurer.
16. Communications.
17. Bills.
18. Unfinished Business.
19. New business and questions by members.
20. Nomination, election and installation of officers.
21. Good and Welfare.
22. Adjournment.

STANDING RULES

1.—No business shall be taken up except in the regular order prescribed, unless on motion such

irregularity shall be sanctioned by a majority of the members present.

2.—No business shall be received or laid before this Local unless it has been moved by two members, neither shall it be open for discussion until stated by the presiding officer.

3.—When a question is before the meeting, no other motion shall be in order except: (1) to adjourn; (2) to lay on the table; (3) the previous question; (4) to postpone; (5) to refer; (6) to amend; which motions shall have precedence in the order in which they are herein arranged. The first three shall be decided without debate, the fourth shall be decided without debate, unless it is proposed to postpone for a definite period, in which case it shall be debatable.

4.—Resolutions, amendments to the Constitution, By-Laws, reports of committees, and charges against officers and members must in all cases be presented in writing, otherwise they shall not be considered.

5.—The mover of any verbal motion shall, upon the requisition of the chair, or two or more members, reduce it to writing.

6.—When the reading of any paper is called for, and objected to, the question shall be decided by vote.

7.—When blanks are to be filled in, and different sums and times are proposed, the question shall first be put on the larger sum and the longest time.

8.—When members speak on the floor, they shall arise and address the presiding officer and confine themselves strictly to the merits of the question under consideration.

9.—No member shall be interrupted while speaking, unless by the presiding officer, who may call the speaker to order and ask for a closer adherence to the subject and to avoid any personalities.

10.—No member shall be allowed to speak twice on the same subject without permission of the presiding officer.

11.—When two or more members arise at once, the presiding officer shall decide who shall speak first.

12.—On the call of any member for the question, the presiding officer shall put it to the meeting in this form: "Shall the main question be put now?" Until that is decided it shall preclude all amendments to the main question and all further debate shall cease.

13.—No person who is not a member shall be allowed at any of the meetings without the consent of this Local.

14.—All questions of order shall be decided by the presiding officer, but, in cases of appeal from his decision, the meeting shall determine without debate.

15.—Refreshments other than cold water shall not be allowed in the apartments of this Local while any meeting is in session.

16.—No suspension of the rules shall be allowed unless so ordered by a two-thirds majority of the members present.

17.—Any member entitled to vote may move for a division of the question when the sense of the same will permit it.

18.—In the absence of a standing rule to apply to a question before this Local, recourse shall be had to Robert's Rules of Order.

